

**Milper Message Number
15-228**

**Proponent
ATSS-CD**

**Title
FISCAL YEAR 2016 U.S. ARMY SERGEANTS MAJOR ACADEMY FELLOWSHIP PROGRAM**

...Issued: [17 Jul 15]...

1. THIS MESSAGE WILL EXPIRE ON 30 DECEMBER 2015.

2. PROGRAM DESCRIPTION: THE SERGEANTS MAJOR ACADEMY (USASMA) FELLOWSHIP PROGRAM IS SPONSORED BY THE UNITED STATES ARMY SERGEANTS MAJOR ACADEMY (USASMA) AND IS AIMED AT SERGEANTS MAJOR WHO HAVE POTENTIAL AND A STRONG DESIRE TO BE AN EDUCATOR FOR OUR FUTURE SERGEANTS MAJOR. SELECTED CANDIDATES WILL PURSUE A MASTER'S DEGREE IN ADULT EDUCATION THROUGH PENNSYLVANIA STATE UNIVERSITY (PENN STATE). THE MASTER'S DEGREE IS A 33 SEMESTER HOUR ONLINE PROGRAM FOCUSING ON THE KNOWLEDGE AND SKILLS REQUIRED TO DEVELOP PROFESSIONALS WHO WORK WITH ADULT LEARNERS: E.G., DISTANCE AND CONTINUING EDUCATION; PROGRAM PLANNING, RESEARCH AND EVALUATION OF ADULT LEARNERS; COURSE DESIGN AND DEVELOPMENT.

3. SELECTION PROCESS: THE U.S. ARMY HUMAN RESOURCES COMMAND (HRC), FORT KNOX, KENTUCKY SERGEANTS MAJOR ACADEMY FELLOWSHIP PROGRAM SELECTION PANEL WILL CONVENE 16 THROUGH 19 FEBRUARY 2016 TO ESTABLISH A BEST QUALIFIED LIST TO PRESENT TO THE COMMANDANT, USASMA FOR FINAL SELECTION OF FELLOWS. THE SERGEANT MAJOR OF THE ARMY WILL APPROVE THE COMPOSITION OF THE PANEL WHICH WILL INCLUDE SENIOR NOMINATIVE CSMS/SGMS. THE USASMA COMMANDANT WILL SEND NOTIFICATION LETTERS TO SELECTED FELLOWS O/A 29 APRIL 2016. THE DIRECTOR OF THE USASMA FELLOWSHIP PROGRAM WILL PROVIDE ADDITIONAL INFORMATION ON APPLYING TO PENN STATE UNIVERSITY. FELLOWS MUST BE ENROLLED IN CORE COURSES NLT 1 JULY 2016 FOR THE FALL 2016 SESSION.

4. FUNDING: THERE IS NO COST TO SELECTED FELLOWS FOR THIS PROGRAM. ALL COSTS (APPLICATION FEE, TUITION, BOOKS) WILL BE BORNE BY HQDA G-3/5/7. SELECTEES' EDUCATION BENEFITS (I.E., GI-BILL, POST 9-11 EDUCATION BILL, ETC.) WILL NOT BE USED FOR PAYMENT IN THIS PROGRAM.

5. TENURE/LOCATION: ASSIGNMENT WILL BE TO THE USASMA UIC (W3QTB1), FORT BLISS, TEXAS 79918. PARTICIPANTS WILL BEGIN THE FELLOWSHIP WITH A PERMANENT CHANGE OF STATION (PCS) TO USASMA AT FORT BLISS, TEXAS BY 10 AUGUST 2016. CLASSES BEGIN 22 AUGUST 2016 AND COMPLETE O/A 10 AUGUST 2017.

6. OBLIGATIONS INCURRED:

A. FOLLOWING SUCCESSFUL COMPLETION OF THE MASTERS OF EDUCATION PROGRAM WITH PENN STATE, FELLOWS WILL INCUR A THREE FOR ONE ACTIVE DUTY SERVICE REMAINING OBLIGATION IAW AR 350-100, PARA 2-8.

B. FELLOWS WILL BE ASSIGNED TO A 36 MONTH UTILIZATION ASSIGNMENT TO THE USASMA UIC (W3QTA1) FORT BLISS, TEXAS 79918 AS SERGEANTS MAJOR COURSE INSTRUCTORS.

C. STUDENTS WHO PARTICIPATE IN THIS FUNDED EDUCATIONAL PROGRAM MAY BE REQUIRED TO REIMBURSE THE US GOVERNMENT THE COSTS IF THEY VOLUNTARILY OR INVOLUNTARILY FAIL TO COMPLETE THE REQUIRED 36 MONTH SERVICE OBLIGATION.

7. ELIGIBILITY CRITERIA:

A. ACTIVE COMPONENT SERGEANT MAJOR OR RESERVE/NATIONAL GUARD - ACTIVE GUARD RESERVE (AGR) SERGEANT MAJOR.

B. SERVED AT THE 6C, 7C, OR 7S LEVEL OR THE ARNG/USAR EQUIVALENT. THIS REQUIREMENT IS WAIVERABLE TO 6S BY COMMANDANT USASMA BASED ON NEEDS OF THE ACADEMY OR UNIQUE STRUCTURE OF CERTAIN CMFS.

C. MUST POSSESS A COMPLETED BACHELOR'S DEGREE WITH A GPA OF 3.0 OR HIGHER FROM AN ACCREDITED UNIVERSITY.

D. MUST BE ABLE TO COMPLETE FULL FELLOWSHIP AND UTILIZATION WITHOUT INTERRUPTION.

E. MUST NOT HAVE MANDATORY RETIREMENT DATE (MRD) EARLIER THAN DECEMBER 2020. COMMANDANT, USASMA MAY WAIVER, ON A CASE BY CASE BASIS, FELLOWSHIP MINIMUM SERVICE REMAINING REQUIREMENT AS LONG AS THE MRD IS NOT AFFECTED.

F. POSSESS INTERPERSONAL SKILLS AND ABILITY TO INTERACT AND FORM PROFESSIONAL EDUCATIONAL RELATIONSHIPS WITH INDIVIDUALS OF DIVERSE BACKGROUNDS.

G. NOT PENDING ANY ADVERSE ACTIONS NOR HAVE ANY HISTORY OF TYPE 1 OR TYPE 2 OFFENSES IAW ALARACT 188/2014 (SHARP PERSONNEL SCREENING AND OTHERS IN POSITIONS OF SIGNIFICANT RESPONSIBILITY).

H. MEET ARMY HEIGHT AND WEIGHT REQUIREMENTS IAW AR 600-9.

I. MEET THE REQUIREMENTS OF AR 614-200, ENLISTED ASSIGNMENTS AND UTILIZATION MANAGEMENT, PARA 6-9 AND 6-12.

J. COMPETING FOR COMMAND SELECT LIST (CSL) OR NOMINATIVE POSITIONS WILL BE AUTHORIZED AFTER SUCCESSFUL COMPLETION OF THE MASTERS DEGREE PROGRAM AND A MINIMUM OF TWO YEARS AS AN INSTRUCTOR AT USASMA. IF SELECTED FOR CSM ON AN ARMY APPROVED CSL LIST, PCORD DATE SHOULD BE AFTER SUCCESSFUL COMPLETION OF THE THIRD YEAR OF SMC INSTRUCTOR REQUIREMENT.

K. IF YOU ARE A CURRENTLY SERVING CSM, YOU MUST BE ABLE TO ADJUST PCORD DATE TO ARRIVE TO USASMA BY 10 AUGUST 16. DO NOT PRESUME THIS WILL HAPPEN IF YOU ARE SELECTED. IF YOUR COMMAND DOES NOT CONCUR WITH AN EARLIER PCORD DATE, OR IF HRC CANNOT SUPPORT DUE TO NOT HAVING A REPLACEMENT, YOU WILL NOT BE CONSIDERED FOR THE FELLOWSHIP.

L. MUST NOT HAVE BEEN SELECTED FOR ANY OF THE BROADENING OPPORTUNITY PROGRAMS, LISTED AT [HTTP://WWW.HRC.ARMY.MIL/BOP](http://www.hrc.army.mil/bop) WITHIN THE LAST TEN YEARS. THIS DOES NOT INCLUDE THE HQDA STRATEGIC BROADENING SEMINARS PROGRAMS.

8. HOW TO APPLY: (ARNG SERVICE MEMBERS, PLEASE GO TO PARAGRAPH TEN FOR INSTRUCTIONS.)

A. NOT LATER THAN 30 DECEMBER 2015, EMAIL THE FOLLOWING TO JOEL.D.STROUT.CIV@MAIL.MIL . SUBJECT TITLE OF EMAIL "REQUEST TO COMPETE FOR THE USASMA FELLOWSHIP PROGRAM":

(1) DA FORM 4187 (PERSONNEL ACTION) WITH THE INFORMATION BELOW:

BLOCK 1	TYPE THE ADDRESS OF THE APPROVER THAT WILL SIGN/ENDORSE YOUR DA FORM 4187 REQUESTING TO COMPETE.
BLOCK 2	TYPE IN AHRC, ATTN: MR. STROUT, 1600 SPEARHEAD DIVISION AVE, FORT KNOX, KY 40122.
BLOCK 3	YOUR MILITARY ADDRESS.
BLOCK 4	YOUR LAST NAME, FIRST NAME, MIDDLE INITIAL.
BLOCK 5	YOUR CURRENT GRADE/RANK AND CAREER FIELD/MILITARY OCCUPATIONAL SERIES.
BLOCK 6	YOUR SOCIAL SECURITY NUMBER.
BLOCK 7	LEAVE BLANK.
BLOCK 8	CHECK LINE TITLED "OTHER" AND TYPE IN USASMA FELLOWSHIP PROGRAM.
BLOCK 9	HAND SIGN OR ELECTRONICALLY SIGN THIS BLOCK WITH YOUR SIGNATURE.
BLOCK 10	TYPE IN THE DATE YOU ARE SIGNING YOUR DA FORM 4187 REQUESTING TO COMPETE.
SECTION IV REMARKS	(A) TYPE IN THE FOLLOWING STATEMENT: I REQUEST PERMISSION TO COMPETE FOR THE FY2016 USASMA FELLOWSHIP PROGRAM. I UNDERSTAND I CANNOT COMPETE FOR ANY OTHER PROGRAM LISTED AT HTTP://WWW.HRC.ARMY.MIL/BOP .
	(B) MY BACCALAUREATE DEGREE GPA IS _____.
	(C) MY GRADUATE DEGREE GPA IS _____. (IF YOU DON'T HAVE A GRADUATE DEGREE TYPE IN NONE. DO NOT TYPE IN YOUR GPA IF YOU ARE STILL PURSUING YOUR GRADUATE DEGREE.)
	(D) I UNDERSTAND I WILL INCUR OBLIGATIONS AS OUTLINED IN THE MILPER MESSAGE ANNOUNCING THE FY2016 USASMA PROGRAM. I AUTHORIZE HRC TO RELEASE ALL DOCUMENTS TO ANYONE WHO MAY REQUIRE THEM IN

	CONNECTION WITH MY NOMINATION TO THE FY2016 USASMA FELLOWSHIP PROGRAM.
	(E) I UNDERSTAND I MAY BE REQUIRED TO REIMBURSE THE U.S. GOVERNMENT THE COSTS OF TRAINING IF I VOLUNTARILY OR INVOLUNTARILY FAIL TO COMPLETE THE REQUIRED 36 MONTH SERVICE OBLIGATION.
	(F) I UNDERSTAND THAT I AM NOT ELIGIBLE TO COMPETE FOR THE CSL OR NOMINATIVE ASSIGNMENTS UNTIL AFTER SUCCESSFUL COMPLETION OF THE MASTERS DEGREE PROGRAM AND TWO YEARS AS AN INSTRUCTOR AT USASMA. SELECTION ON CSL OR NOMINATIVE LIST DURING 3RD YEAR OF INSTRUCTOR REQUIREMENT WILL NORMALLY RESULT IN PCORD/REPORT DATE FOR ASSUMING CSM/NOMINATIVE DUTIES BEING AFTER 3RD YEAR OF INSTRUCTOR REQUIREMENT IS FULFILLED.
	(G) MY EMAIL ADDRESS IS: _____.
BLOCK 11	YOUR CHAIN OF COMMAND COLONEL OR HIGHER MUST RECOMMEND APPROVAL FOR YOU TO SUBMIT YOUR REQUEST TO COMPETE.
BLOCK 12	TYPE APPROVER'S SIGNATURE BLOCK.
BLOCK 13	APPROVER MUST HAND SIGN OR ELECTRONICALLY SIGN THIS BLOCK.
BLOCK 14	TYPE IN THE DATE THE APPROVER SIGNS THIS FORM.

(2) MOST CURRENT DA FORM 705 (ARMY PHYSICAL FITNESS TEST SCORE CARD) AND DA FORM 5500 (BODY FAT CONTENT), IF APPLICABLE. DATE OF TEST MUST BE WITHIN 12 MONTHS FROM APRIL 2016.

(3) STATEMENT OF PURPOSE ADDRESSED TO COMMANDANT, USASMA EXPLAINING REASON(S) WHY YOU ARE APPLYING FOR THIS PROGRAM. (TYPED IN MEMORANDUM FORMAT, IAW AR 25-50, NO LONGER THAN 500 WORDS.) PLACE YOUR NAME/GRADE ON STATEMENT. THE SUBJECT OF THIS MEMORANDUM WILL BE "WHY I SHOULD BE SELECTED AS USASMA FELLOW."

(4) LETTERS OF RECOMMENDATION (LOR). MINIMUM OF TWO AND A MAXIMUM OF THREE. ONE LOR MUST BE FROM CURRENT CHAIN OF COMMAND AND ONE FROM THE FIRST NOMINATIVE CSM IN YOUR CHAIN. (LOR CAN BE IN LETTER OR MEMORANDUM FORMAT. ADDRESS LOR TO THE COMMANDANT, USASMA. FORMAT MUST BE IAW AR 25-50.)

(5) READABLE COPY OF ALL "OFFICIAL" COLLEGE TRANSCRIPTS. IF A READABLE COPY IS IN YOUR IPERMS ACCOUNT, NO NEED TO SUBMIT WITH APPLICATION.

B. DOCUMENTS, LISTED IN PARAGRAPH EIGHT ABOVE, MUST BE EMAILED IN THIS ORDER: DA FORM 4187; STATEMENT OF PURPOSE; LETTERS OF RECOMMENDATION; OFFICIAL COLLEGE TRANSCRIPTS; DA FORM 705; AND DA FORM 5500. DOCUMENTS MUST BE EMAILED IN *.TIFF SINGLE PAGE FORMAT.

C. DOCUMENTS RECEIVED AFTER 30 DECEMBER WILL NOT BE ACCEPTED OR INCLUDED INTO YOUR APPLICATION PACKET. ANY APPLICATION PACKET THAT IS NOT COMPLETE, AS DIRECTED IN PARAGRAPH EIGHT ABOVE, WILL BE RETURNED TO CANDIDATE AND MAY RESULT IN MISSING THE SUBMISSION SUSPENSE DATE AND NOT BEING CONSIDERED FOR THIS PROGRAM.

D. CANDIDATES ARE RESPONSIBLE FOR ENSURING THEIR OFFICIAL MILITARY PHOTO AND ENLISTED RECORD BRIEF (ERB) ARE UP-TO-DATE. CANDIDATES ARE ALSO RESPONSIBLE FOR ENSURING THEIR EVALUATIONS ARE UP-TO-DATE IN IPERMS/OPMF. UPDATES MUST BE POSTED PRIOR TO SUBMITTING FELLOWSHIP APPLICATION.

E. YOUR NOMINATION WILL BE REVIEWED BY YOUR CAREER BRANCH AND LEADER DEVELOPMENT DIVISION. YOU WILL RECEIVE AN EMAIL STATING YOUR STATUS.

F. IT IS YOUR RESPONSIBILITY TO INQUIRE ABOUT THE STATUS OF YOUR REQUEST. PLEASE WAIT AT LEAST TEN WORKING DAYS, AFTER SUBMITTING YOUR REQUEST, BEFORE SUBMITTING ANY INQUIRIES.

9. CONCLUSION: THE PURPOSE OF FELLOWS (OFFICER OR NCO) IS TWO-FOLD. BOTH ARE AS EQUALLY IMPORTANT. FIRST, FELLOWS ARE PERSONAL REPRESENTATIVES, EVEN AMBASSADORS FOR THE CHIEF OF STAFF AND THE SERGEANT MAJOR OF THE ARMY. IN THIS ROLE, THEY PROVIDE THE CIVILIAN COMMUNITY WITH A SENSE OF WHAT THE ARMY IS DOING AND HOW THEY SERVE AS PERSONAL ENVOYS FOR SENIOR LEADERS. SECONDLY, THE FELLOWSHIP PROGRAM IS THE ARMY'S RESPONSE TO DEPARTMENT OF DEFENSE INSTRUCTIONS WHICH REQUIRE EACH SERVICE TO HAVE THESE OUTREACH PROGRAMS. THE OSD GUIDANCE RECOGNIZES THAT FELLOWSHIPS PROVIDE "UNIQUE OPPORTUNITIES" FOR PROFESSIONAL DEVELOPMENT WHICH IS NOT AVAILABLE WITHIN OUR OWN PME SYSTEMS AND THEREFORE, THE NCO PROGRAM AT PENN STATE WILL BRING A DISTINCTIVE OPPORTUNITY. FELLOWS ARE FUTURE ARMY SENIOR LEADERS AND MUST BE CAPABLE OF INTERACTION WITH THE FEDERAL GOVERNMENT, THE PRIVATE SECTOR, AND ACADEMIA. THE TITLE OF FELLOWS SAYS: I AM AN AMBASSADOR OF THE ARMY; I WAS SPECIFICALLY SELECTED FOR THIS PURPOSE, I HAVE THE PROFESSIONAL AND ACADEMIC CREDIBILITY TO BE HERE. FIFTEEN YEARS OF CONFLICT HAS DEMONSTRATED THAT THE FUTURE BATTLE SPACE WILL CONTINUE TO GROW IN COMPLEXITY AND BRING AMPLIFIED INTELLECTUAL CHALLENGES THEREFORE, AN EDUCATED FORCE OF LEADERS AND SENIOR LEADERS

IS REQUIRED. CSA WAYPOINT 2, "ADAPTIVE ARMY LEADERS FOR A COMPLEX WORLD" OUTLINES THE GAPS WE ARE ADDRESSING...WE MUST BE "CULTIVATING STRATEGIC PERSPECTIVE AND LEADERSHIP FROM SENIOR NCOS"... "EDUCATE AND DEVELOP ALL SOLDIERS AND CIVILIANS TO GROW THE INTELLECTUAL CAPACITY TO UNDERSTAND THE COMPLEX CONTEMPORARY SECURITY ENVIRONMENT". THE PENN STATE PROGRAM ALONG WITH THE OTHER STRATEGIC BROADENING SEMINARS IS BUT ONE STEP OF MANY TO BUILD A CADRE OF FUTURE SENIOR NCO'S THAT ARE CAPABLE OF PROVIDING SOUND STRATEGIC LEVEL ADVICE TO THEIR LEADERS.

10. POINTS OF CONTACT:

A. USASMA: SGM KRISTY A. SWOFFORD; KRISTY.A.SWOFFORD.MIL@MAIL.MIL (DIRECTOR USASMA FELLOWSHIP) OR MR. JESSE MCKINNEY; JESSE.W.MCKINNEY2.CIV@MAIL.MIL (DIRECTOR HUMAN RESOURCES, USASMA).

B. ARNG: SGM ERIC HONEYCUTT AT ERIC.D.HONEYCUTT.MIL@MAIL.MIL OR 915-744-8508.

C. HRC: MR. JOEL D. STROUT AT JOEL.D.STROUT.CIV@MAIL.MIL.
